

Course	HRDV 5750 Research and Assessment Methods in HRD
Term	Summer 2008
Instructor	Tim Pancake 321-254-3028 tpancake@cfl.rr.com Office Hours: 45 minutes before class
Catalog Description	This course introduces students to basic descriptive and inferential statistics, research principles, sampling designs, survey methodologies, and simple experimental and quasi-experimental designs. The course also introduces students to other assessment methods used in human resources development, such as learning assessments, performance evaluations, and program evaluation.
Prerequisites	None; although the design and content of the course is based on the assumption that students have completed the Introduction to Human Resources Development (HRDV 5000).
Course Level Learning Outcomes	<ol style="list-style-type: none"> 1. Students will be able to measure their results against HRD theory-based criteria and standards of performance. 2. Students will be able to apply a basic research method to analyze and evaluate the success of HRD programs. 3. Students will be able to appraise the utility of the survey methodology tool for HRD research 4. Students will be able design an appropriate survey feedback tool for an HRD situation. 5. Students will be able to recommend an appropriate research tool to use in HRD program evaluation. 6. Students will be able to differentiate between effective and ineffective HRD research. 7. Students will be able to prepare a fairly simple HRD research plan.
Materials	<p>REQUIRED TEXT:</p> <p>Leedy, Paul (2005) Practical Research: Planning and Design (8th Edition). Prentice Hall. ISBN: 0131108956</p> <p>SUPPLEMENTAL TEXT:</p> <p>Orcher, L. (2005) Conducting Research. Pycszak Publishing. ISBN: 1-884585-60-4 (www.Pycszak.com)</p>

	<p>Special Services If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.</p> <p>Disturbances Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.</p> <p>Student Assignments Retained From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.</p> <p>Contact Hours for this Course It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.</p>
<p>Course Policies</p>	<p>Attendance at all class sessions is expected.</p> <p>Late weekly write-ups and written case assignments will be accepted if prior arrangements have been made with the instructor, but will be given reduced points based upon the number of class sessions it is late.</p>
<p>Week 1 Schedule</p>	<p>PREPARATION FOR CLASS (Research Introduction) Read Leedy, Preface, Chapters 1, 2 Read Orcher, Chapter 1</p> <p>Review 6000 projects information at Webster.edu/spacecoast (click student services, the 6000 projects, specifically, sections 1-5) Be prepared to discuss sections 1-5 in Class 1. Prepare a potential research question / hypothesis.</p> <p>CLASSROOM DISCUSSION TOPICS: Course Introduction (see syllabus) Student Introduction Introduction to Research Seminar Review of Passports Eden-Webster Library system and Leedy Chapter 2.</p>

<p>Week 2 Schedule</p>	<p>PREPARATION FOR CLASS (The Big Picture) Prepare for test (5 sections of research paper) Prepare for test, Chapters, 1 of Leedy and Orcher Read Leedy, Chapter 12 Read Orcher, Chapters 10, 23 Review (with check list) “best practice.”</p> <p>CLASSROOM DISCUSSION TOPICS: (The Big Picture) Test on 5 sections of research Test on Chapters 1 (Leedy and Orcher) Introduction to “ The Big Picture” Seminar</p>
<p>Week 3 Schedule</p>	<p>PREPARATION FOR CLASS: (Section 1) Prepare for test, Leedy Chapter 12 Prepare for test, Orcher Chapter 10, 23 Read Leedy, Chapters 3, 6 and page 218 (variables) Read Orcher, Chapters 2, 4 Refine question/hypothesis</p> <p>CLASSROOM DISCUSSION TOPICS: (Section 1) Test on Chapter 12, Leedy Test on Chapters 10, 23 Orcher Review question/hypothesis Section 1 Seminar</p>
<p>Week 4 Schedule</p>	<p>PREPARATION FOR CLASS (Section 1, continued, Section 2) Prepare for test, Leedy, Chapters 3, 6 Prepare for test, Orcher, Chapters 2, 4 Draft, Section 1 Read Leedy, Chapter 4 Read Orcher, Chapter 3 and pages 221-238</p> <p>CLASSROOM DISCUSSION TOPICS: (Section 1, continued, Section 2) Test on Chapters 3, 6 Leedy. Test on Chapters 2, 4 Orcher. Review Section 1 draft Section 2 Seminar</p>
<p>Week 5 Schedule</p>	<p>PREPARATION FOR CLASS (Section 3) Prepare for test, Leedy Chapter 4 Prepare for test, Orcher, Chapter 3 Draft, Section 2 Read Leedy, Chapters 5, 9 and 11 Read Orcher, Chapters 5, 8, 9 and 16</p> <p>CLASSROOM DISCUSSION TOPICS: (Section 3) Test on Chapter 4, Leedy Test on Chapter 3 Orcher</p>

	<p>Review Section 2 draft Section 3 Seminar</p>
Week 6 Schedule	<p>PREPARATION FOR CLASS (Instrumentation) Prepare for test, Leedy Chapters 5, 9 and 11 Prepare for test, Orcher Chapters 5, 8, 9 and 16 Draft, Section 3 Read Leedy, Chapter 9 Read Orcher, Chapters 6, 7, 13 and 14</p> <p>CLASSROOM DISCUSSION TOPICS: (Instrumentation) Test on Chapters 5, 9 and 11, Leedy Test on Chapters 5, 8, 9 and 16 Orcher Review Section 3 draft Instrumentation Seminar</p>
Week 7 Schedule	<p>PREPARATION FOR CLASS (Instrumentation continued and Section 4) Prepare for test, Leedy Chapter 9 Prepare for test, Orcher Chapters 6, 7, 13 and 14 Draft instrument Re-read Leedy, Chapter 9 Re-read Orcher, Chapters 6, 7, 13 and 14</p> <p>CLASSROOM DISCUSSION TOPICS: (Instrumentation continued and Section 4) Test on Chapter 9, Leedy Test on Chapters 6, 7, 13 and 14 Orcher Instrument Validation Seminar Review of week 9 requirements Review of research proposal form</p>
Week 8 Schedule	<p>PREPARATION FOR CLASS (Instrument Validation and Section 4) Draft Instrument Draft of Sections 1, 2 and 3</p> <p>CLASSROOM DISCUSSION TOPICS (Instrument Validation and Section 4) Complete instrument validation Review drafts of Sections 1, 2 and 3 Review of week 9 requirements</p>
Week 9 Schedule	<p>Schedule PREPARATION FOR CLASS (Research Briefing) Prepare Sections 1, 2, 3, 4 and research proposal Prepare memo to mentor Prepare final briefing</p> <p>CLASSROOM DISCUSSION TOPICS: (Research Briefing) Present final briefing</p>

Turn in Sections 1, 2, 3, 4, research proposal form and memo to mentor Final Exam.

PURCHASING TEXTBOOKS--Most textbooks can be purchased through **MBS Direct**. Check the syllabus for textbook information. Give MBS Direct the campus location (for the purpose of ordering books the campus is **Space Coast Campus**, course name, number and section number (i.e. Space Coast Campus, COMP5000/64) and most important, the **title, author, edition, and ISBN** of the book you are ordering. MBS Direct will buy back your book at the end of the term should you elect not to retain it as a reference book. Order by phone or online. Orders should be placed no earlier than 4 weeks prior to the start of the term.

MBS Direct: 1-800-325-3252

MBS Direct Website is

www.mbsdirect.net/webster

Monday-Thursday 7am-10pm(Central Time)

Friday 7am-6pm (Central Time)

Saturday 8am-5pm (Central Time)

Sunday noon-4pm (Central Time)

In order to meet the course objectives this syllabus may be modified at the discretion of the instructor without approval of the students.

Original approved by:

Dr. Calvin D. Fowler Academic Dean Space Coast Region, February 18, 2008

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